

Compensation

The current salary for the Police Chief is \$179,066. Executive management is currently operating under a 10% salary reduction. Salary is dependent on qualifications. The City also offers a generous benefits package including:

- ◆ Retirement – PERS 3% @ 50. The City pays 9% contribution and employee pays 2.25%.
- ◆ Health/Dental Programs – Health insurance is provided through one of the following plans: Kaiser or Health Net. The City contributes 88% of the Kaiser \$15 co-pay plan and Delta PMI plans towards the employee's health plan and dental plan of choice.
- ◆ Retiree Medical – Fully paid retiree medical with 10 years of Executive Management service with the City of Fairfield, and age 50.
- ◆ Vision – Vision is provided through Kaiser and by reimbursement for Health Net members.
- ◆ Deferred Compensation – The City offers competitive deferred compensation plans with matching City contributions.
- ◆ The City also offers 12 paid holidays, 12 days of accrued sick leave per year, 21.6 days of vacation annually for the first 3 years of employment, up to 41.6 days after 25 years of service, and approximately 122 hours of Management Leave with 100% of the annual amount available for cash out.
- ◆ Uniform Allowance - \$800 annually.
- ◆ Life Insurance is provided in the amount of \$150,000.
- ◆ Long term disability, a cafeteria plan, an employee assistance program and a group membership plan with a health club are also offered.
- ◆ A City vehicle is provided.

To Apply

If you are interested in this outstanding opportunity please forward a letter of interest and your resume with salary history and five work-related references (who will not be called until mutual interest is established) to:

Bill Avery or Paul Kimura
Avery Associates
3 ½ N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
Fax: 408.399.4423
E-mail: jobs@averyassoc.net



Filing Deadline

The final filing date for this position is March 12, 2010.

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with a representative from Avery Associates who will serve as the City's recruitment consultant. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the City of Fairfield. Candidates will be advised of the status of the recruitment following selection of the Police Chief. If you have any questions regarding this position, please feel free to contact Bill Avery or Paul Kimura at 408.399.4424.

The City of Fairfield

*invites your interest for the
position of*



Police Chief

The Community

Lying in the heart of Solano County, the City of Fairfield (population 106,440) is a vibrant community with respect for its heritage and a vision for the future. As the County Seat, Fairfield represents a diverse economy in the heart of one of California's fastest growing counties. An excellent quality of life, abundant recreational options, a range of housing from workforce to executive, and an array of retail options make Fairfield a great place to live, work and play.

The City's strategic location (midway between San Francisco and Sacramento), extensive transportation networks, and available land and buildings with space for office, industrial, retail and commercial users, make Fairfield a prime location. Businesses take advantage of Fairfield's well-trained and diverse labor force. Fairfield's proximity to universities and training centers makes it easy to staff a company with high quality professional people.

Two school districts (Fairfield-Suisun Unified and Travis Unified) provide highly rated educational opportunities for residents. Fairfield also offers quality parochial schools, pre-schools and daycare centers. Outstanding public and private universities are also within an easy commute.

In Fairfield, festivals and community activities are abundant year-round. The intimate 380-seat Fairfield Center for Creative Arts hosts a broad range of entertainment from comedy to musicals and opera to high drama. The City also sponsors a variety of sports and entertainment activities for the young and young at heart. Preschool, art, crafts, dance, music and nature study programs are offered at the city's modern and well-equipped Community Center. A network of parks with jogging and bike paths within and around the City offer ample opportunities for hiking, picnics, and other outdoor activities. In addition, two championship public golf courses are available for golfing enthusiasts.

The City Government

The City of Fairfield is a full service city operating under a City Council/City Manager form of government. The City Council includes a Mayor, Vice-Mayor, and three Council members elected to four-year terms. The City Clerk and the City Treasurer are elected positions, while the City Manager and City Attorney positions are appointed by the City Council. The remaining departments include Administration, Community Development, Community Resources, Finance, Fire, Human Resources, Police and Public Works.

The Department

The mission of the Fairfield Police Department is to make Fairfield free from crime and disorder, consistent with the values of a free society. The Department is dedicated to being proactive in providing efficient, quality service within the scope of law enforcement responsibility as determined by the changing needs of the community, and to having a strong police / community partnership.

The Fairfield Police Department is staffed with 127 sworn and 76 non-sworn employees and has a 2009/2010 budget of \$32,463,000. The department is organized into four bureaus: Patrol, Investigations, Administration, and Support Services.

The **Patrol Bureau** includes the Frontline Services Division, and the Communications Unit. The Frontline Services Division is the most visible part of our police agency and incorporates the Patrol Teams, Crime Suppression Unit, K-9 Unit, Truancy Liaison Officers, and the Traffic Unit. The Communications Unit (Dispatch) provides an essential link between the officers in the field and the community. The unit is lead by a civilian manager, and is staffed by 16.5 dispatchers, and three supervisors to provide 24-hour coverage.

The **Investigations Bureau** includes the Quality of Life Investigations Division and the Major Crimes Division, each managed by a Lieutenant and supervised by a Sergeant. The Major Crimes Division is comprised of the Crimes Against Persons/Property Unit, Domestic Violence Unit, and Police Probation Team Unit. The Domestic Violence Unit provides advocacy and counseling services to victims. The Police Probation Team Unit diverts juvenile criminal offenders away from court and towards non-criminal behavior.

The Quality of Life Investigations Division is a highly specialized unit that has a citywide focus on quality of life issues and operates under the Investigations Bureau. This division includes the Gang Suppression Unit, Narcotics Investigation Unit, Code Enforcement Unit, Crime Prevention Unit, Community Prosecutor, Quality Neighborhood Team, and Crime Free Multi-Housing Officers.

The **Administration Bureau** is managed by a Lieutenant and includes Personnel and Training, Professional Standards, Chaplaincy, Police Activities League (PAL), and Crime Analysis units.

The Personnel and Training Unit's primary function is the selection and training of police department employees. The training unit operates our state of the art 39,000 square foot firearms and training facility. This facility hosts a 20-lane, 25 yard pistol and 6-lane 100 yard rifle ranges, 3 driving simulators, one force option simulator, a 3200 square foot weaponless defense mat room, a 32 student class room, and a 20 student conference room. The Professional Standards Unit (PSU) is supervised by the Administration Bureau Lieutenant. PSU is staffed by one sergeant and one part time investigator. The unit is responsible for investigating all citizen complaints alleging misconduct by police department personnel, conducting all internal administrative investigations, and auditing and tracking all police pursuits, use of force reports, and traffic collisions involving police department employees. The unit also acts as a liaison to the Citizen Audit Committee.

The **Support Services Bureau** includes the Property and Evidence, Records and Support Units and is lead by a civilian manager. The Support Division includes the budget, vehicle fleet, purchasing, contracts and grants, and facilities maintenance.

Issues, Challenges and Opportunities

Under the leadership of the previous Chief, the Department underwent significant change from a traditional service delivery organization to the adoption and implementation of a more progressive problem solving approach with an emphasis on developing a strong police/community partnership. As a result, the City has seen a decrease in its crime rate over the last three years. However, the transition to this new approach of service delivery has not been fully institutionalized within the organization. The ideal candidate will be able to demonstrate the ability to successfully implement change, will be a creative thinker, and will be a strong leader with a proven track record of gaining the support of staff to achieve desired results. Candidates with a background in addressing street crimes, as well as gang prevention and diversion programs, with an innovative problem solving approach from the bottom up in the organization are highly desired. In addition, the selected candidate will be able to demonstrate strong leadership in dealing with all segments of the Department and show a proven track record of dealing with tough issues while maintaining the respect of subordinates. The new Chief will take risks, set clear expectations and hold people accountable for achieving the desired goals of the Department.

The Ideal Candidate

The ideal candidate will have a proven professional interest in developing a strong police/community partnership that holds all personnel within the Department accountable for solving problems and includes all segments of the community, not just special interest groups. The City of Fairfield has a diverse population, and it is desired that the successful candidate possess a background and experience in working with all of its citizens. An authentic and authoritative Chief who can be open, honest and forthright in his/her dealings with the community as well as the Department's internal staff is needed. The City is in need of a strong leader who is a strategic planner and visionary who can quickly assess the needs of the community and Department, clearly articulate the goals for addressing those needs, and who can successfully gain the cooperation of the staff to achieve the implementation of those goals.

The City is seeking an individual with excellent communication skills who has proven experience as a strong and successful leader for their new Police Chief. The ideal candidate will have a broad base of experience successfully implementing innovative problem solving tactics designed to reduce crime and improve the quality of life in the community, developing/mentoring personnel, budget experience, and proven experience in dealing with organizational conflict resolution. The new Chief will be approachable, engaging and present a strong self confidence as a leader. Candidates who believe in accountability and who have a proven record of holding staff accountable are highly desirable.

The ideal candidate will be comfortable working in a politically charged environment, will be politically astute, but remain apolitical. The new Chief must fully understand and have a record of honoring the Council/Manager form of government, while maintaining a successful working relationship with the City Council and other public officials.

Candidates must possess a minimum of ten years of increasingly responsible experience with a municipal police agency, including at least four years of management experience at the level equivalent to that of a Captain. A Bachelor's degree from an accredited college or university with major coursework in Criminal Justice, Public Administration, Political Science or a related field is required. A Master's degree is highly desirable.